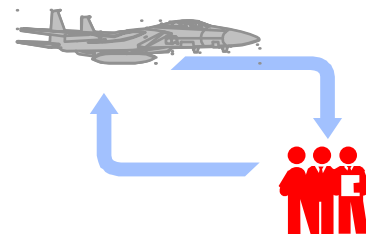
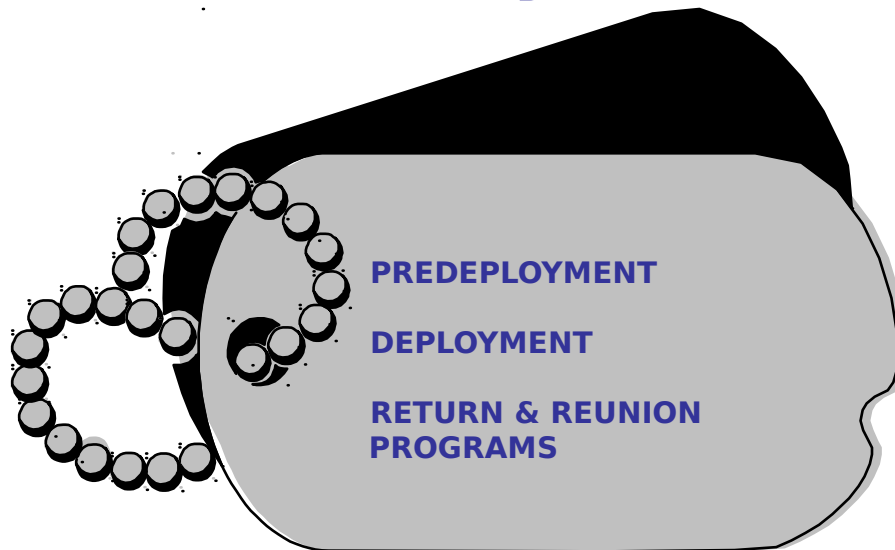


FSC READINESS QUALIFICATION COURSE

Support to Families and Members During Deployments

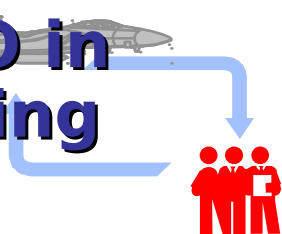




OBJECTIVE

• **Students will be able to:**

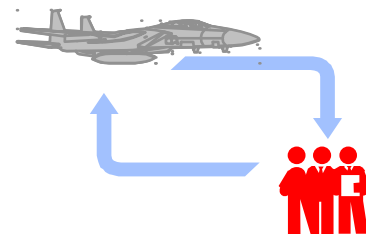
- **Discuss the three stages of separation**
- **Describe associated programs and services**
- **Interpret the AEF cycle in order to tailor services**
- **Identify pre-deployment, deployment and reunion**
issues affecting members and families
- **Identify resources to assist in supporting members and families during separation**
- **Explain the role of the Readiness NCO in supporting members and families during separation**

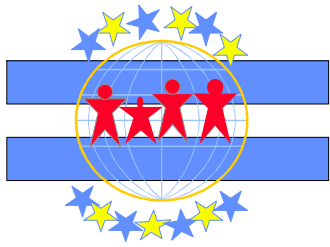




TYPES OF SEPARATION

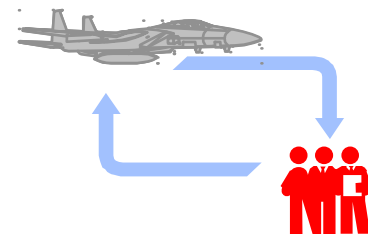
- **Deployments**
- **Extended TDYs**
- **Schools**
- **Remote assignments**

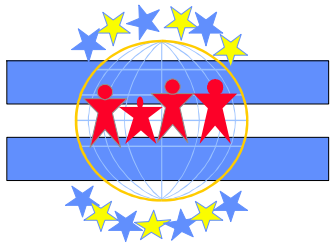




OVERVIEW

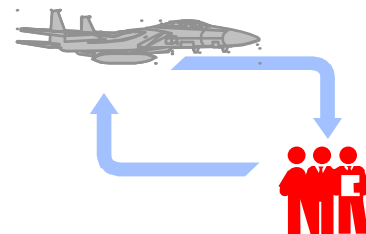
- **The deployment process**
- **Basic components**
- **Pre-separation/separation and reunion issues**
- **The role of the FSC in various phases of deployment**
- **Resources**
- **Threads**

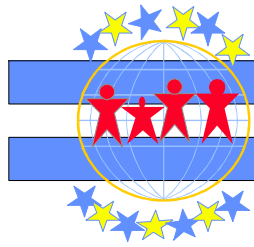




THE PROCESS

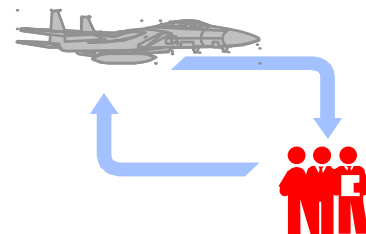
- **Assess customers needs**
- **Develop a plan**
- **Educate leadership and families**
- **Market services**
- **Provide support during all phases of separation**
- **Data collection**





SPECIAL CONSIDERATIONS

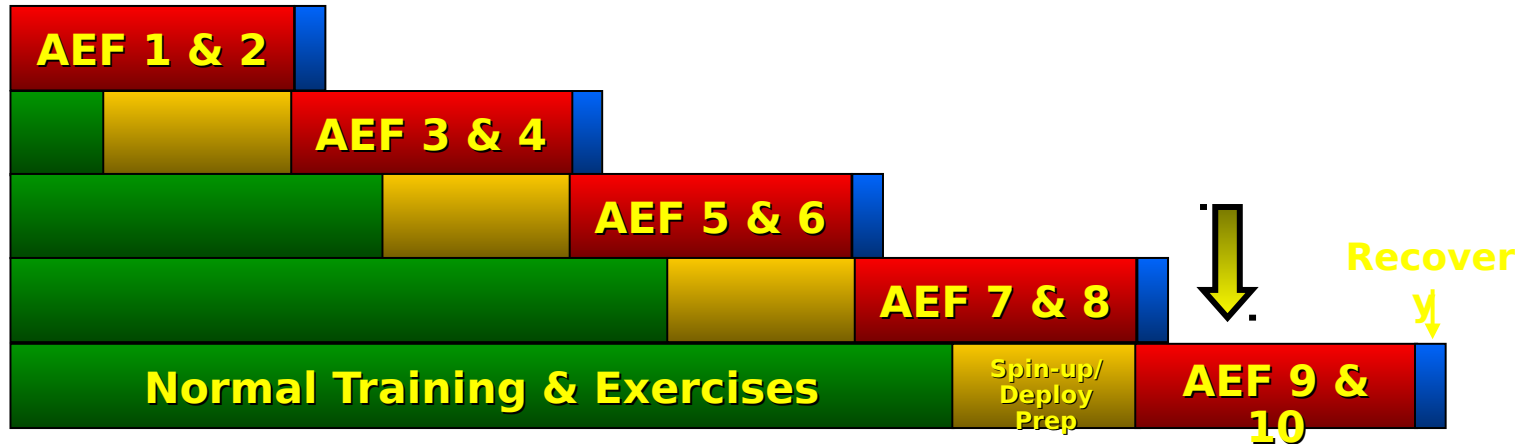
- **Geographically separated units and families**
- **Readiness NCOs at deployed locations**
- **AIR EXPEDITIONARY FORCES**
 - **Know the cycles / Target efforts**
- **Reserve / Guard**





Cycle 4

← 15 Month Cycle →



Jun 03 Sep 03 Dec 03 Mar 04 Jun 04 Sep 04

3 WG Elmendorf	388 FW Hill	366 WG Mt Home	355 WG D-M	49 FW Holloman
4 FW S Johnson	48 FW Lakenheat	20 FW Shaw	27 FW Cannon	1 FW Langley
7 BW Dyess	2 BW Barksdale	5 BW Minot	28 BW Ellsworth	509 BW Whiteman
305 AMW McGuire	60 AMW Travis	305 AMW McGuire	60 AMW Travis	305 AMW McGuire

10
COMBAT
LEADS

BOMBER
GROUP
LEADS

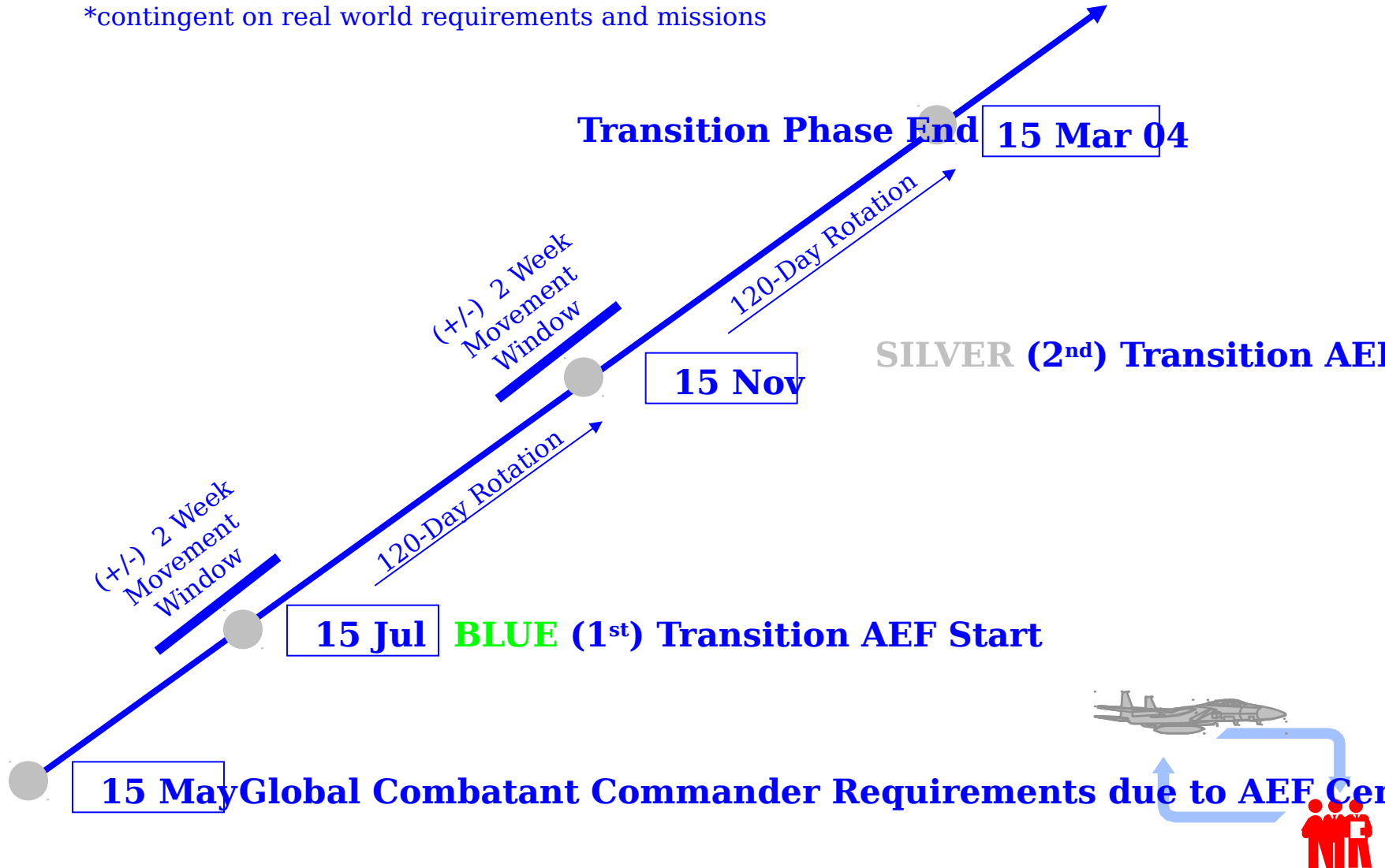
2 LMWs

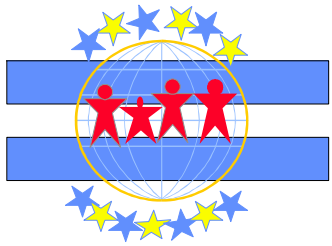




Resetting the AEF Battle Rhythm (Transition Phase)*

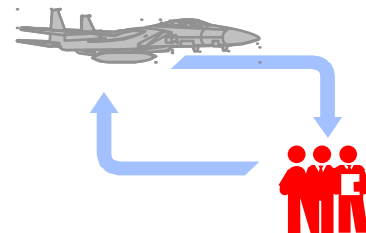
*contingent on real world requirements and missions





CORE DEPLOYMENT SUPPORT REQUIREMENTS

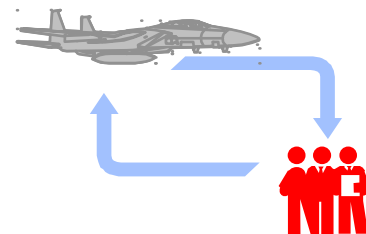
- 1. Pre-deployment briefs**
- 2. Deployment guide**
- 3. Morale calls**
- 4. Email/VTC**
- 5. Needs assessment**
- 6. Community enhancement (AFAS)**
- 7. Outreach programs**
- 8. Support groups**
- 9. Return and Reunion preparation**

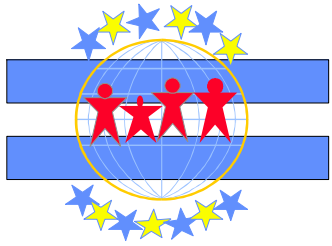




ANG/RESERVE ISSUES

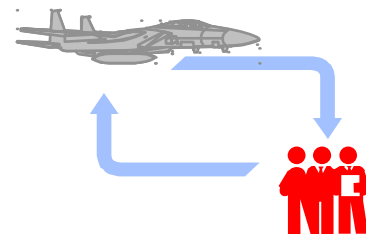
- **Guard and Reserve Play an ever increasing role in day to day mission**
 - **Part of the total force**
 - **Integral part of command of assignment**
- **Numerous types of status and entitlements**
 - **Title 32**
 - **Title 10**
 - **State employees**
 - **AGR**
- **Entitled to same FSC care and support while on active duty as their active duty counterparts**
- **Outreach to families**

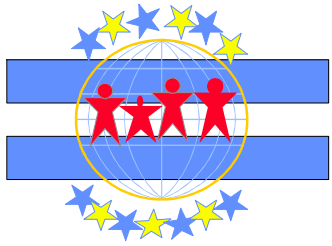




PRE-DEPLOYMENT

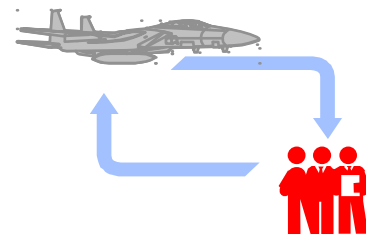
- **Practical preparations**
- **Emotional issues**
- **Preparing children**
- **Family Care Plans**
- **FSC's involvement in pre-departure**

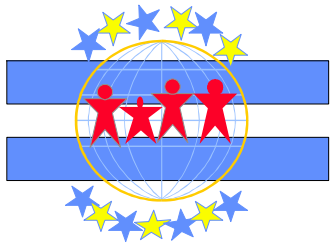




PRACTICAL PREPARATIONS

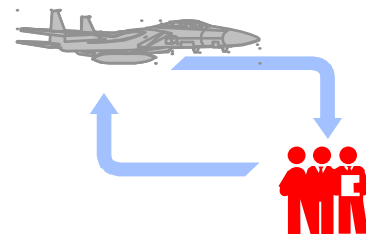
- **Emergency notification information**
- **Finances**
- **Home maintenance/security**
- **Vehicle maintenance**
- **Natural disasters**
- **Documentation**





EMOTIONAL ISSUES

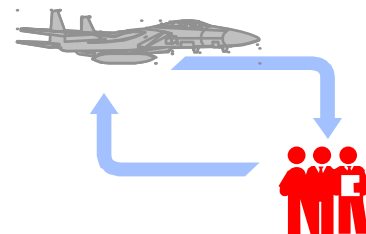
- **Starting four to six weeks before departure date expect some of these emotions:**
 - **Anticipation**
 - **Shock**
 - **Sadness**
 - **Rejection**
 - **Denial**
 - **Anxiety**
 - **Frustration**
 - **Anger**
- **These are normal reactions!!**

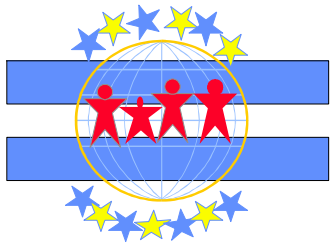




PREPARING CHILDREN

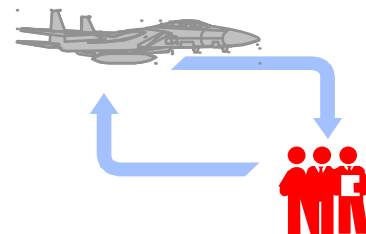
- **Encourage them to ask questions**
- **Establish communication methods**
- **Establish a discipline partnership**
- **Let them know they are loved**
- **Tools/Resources**

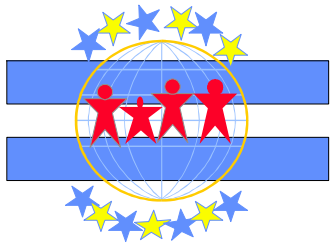




FAMILY CARE PLANS

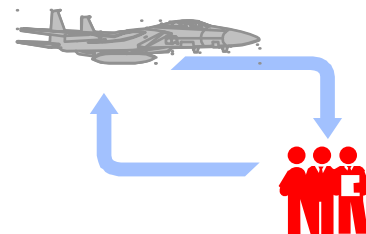
- **Military members married to military**
- **Single-parent military**
- **AFI 36-2908**
- **MPF is OPR**
- **Pitfalls**

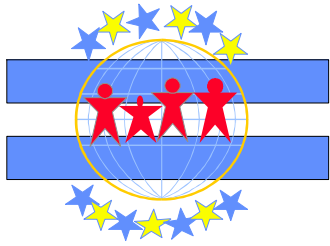




YOUR INVOLVEMENT IN PRE-DEPARTURE

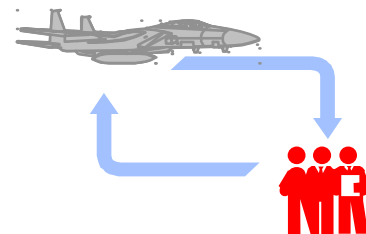
- **Notification by MPF/unit**
- **Coordination with units/other base agencies**
 - **Make arrangements for Return and Reunion Training**
- **Coordination with schools**
- **Pre-departure briefings to member and family**
- **Support at mobility processing**
- **Common threads??**

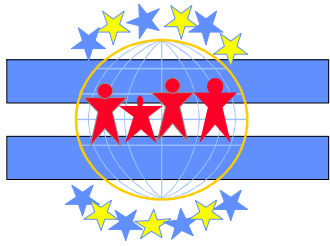




SEPARATION

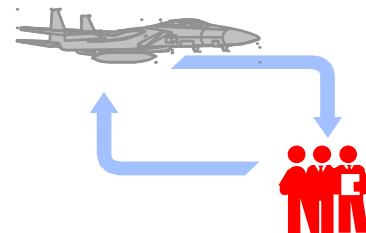
- **Practical issues**
- **Emotional issues**
- **Children**
- **FSC's involvement during deployment**

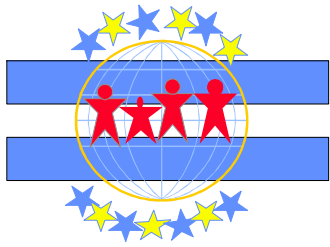




PRACTICAL ISSUES

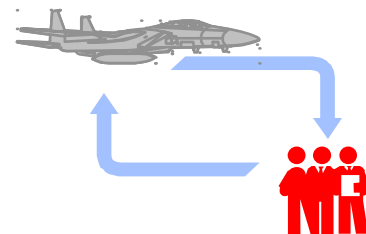
- **Communication**
- **Financial**
- **Support system**
- **Community resources**
- **Stress management**

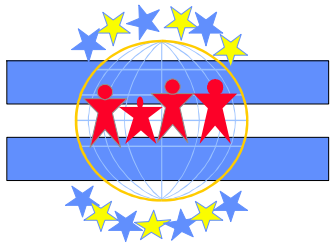




EMOTIONAL CYCLE

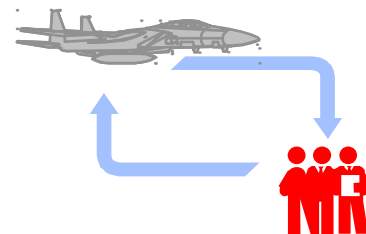
- **Disorganization/grieving (0-6 weeks)**
- **Shifting gears/stabilization (6 weeks+)**
- **Homecoming apprehension (6 weeks beforehand)**

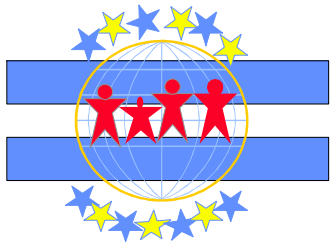




CHILDREN ISSUES

- **Test of discipline**
- **Feelings of abandonment**
- **Money as compensation**
- **Communication**
- **Tools**





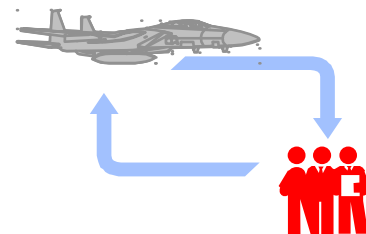
YOUR INVOLVEMENT DURING SEPARATION

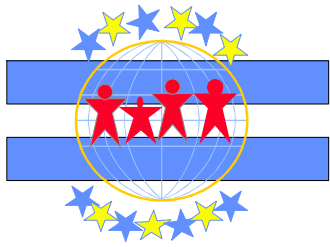
- **Communication**

- **With units (local and deployed)**
- **Between member and family**
- **Periodic “How goes it” calls to spouses**
- **Deployed spouses “Town Hall”**
- **Newsletters**
- **Key Spouse program**



Single most important issue!!!!

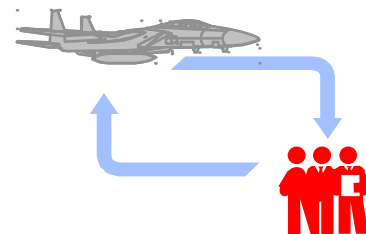


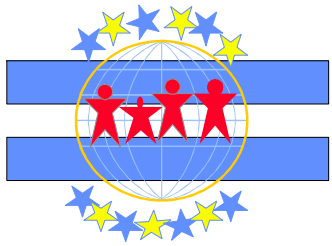


YOUR INVOLVEMENT DURING SEPARATION (Continued)



- **Support groups**
- **Newsletters**
- **Give parents a break/ Respite care**
- **Car care cuz we care**
- **Emergency financial assistance**
- **Outreach Program Reports**
- **Common threads??**



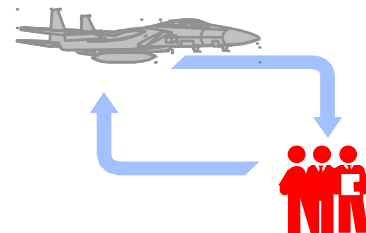


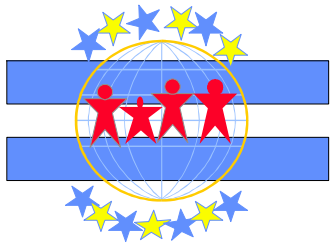
REUNION ISSUES

- **Preparation**
- **Homecoming**
- **Reintegration**
- **Role of the FSC**



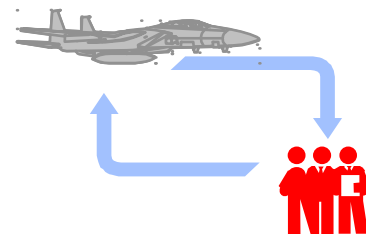
“Welcoming is an event - Reunion is a process”

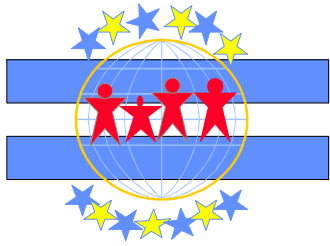




PREPARATION

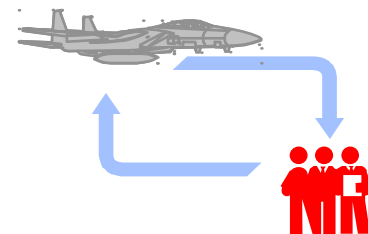
- **Awareness of issues involved**
- **Realize homecoming is very stressful**
- **Plan activities that addresses need for time as a couple and as a family with the children**
- **Be realistic in expectations**
- **Be involved in planning of family reunion activities**

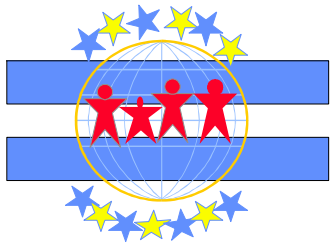




HOMECOMING

- **Meeting the plane**
- **Base/community welcome**
- **home activities**
- **Family welcome home**
- **Individual/Small Groups**

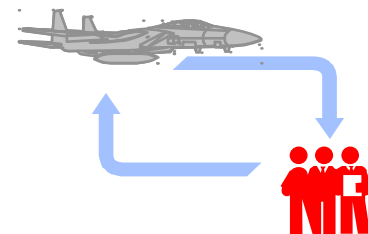


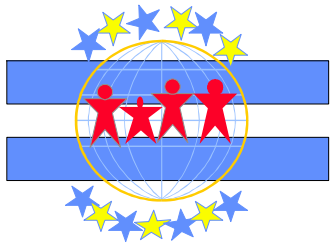


REINTEGRATION

- **Issues faced upon return:**

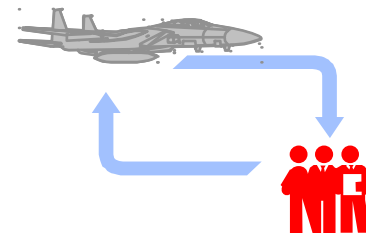
- Roles and responsibilities change
 - Re-defining of parental/spouse roles
 - Recognize new habits, sleep patterns etc.
- Physical/other changes in family members
- Allowing time to re-establish intimacy
- Sticking to budget
- Adjustment to loss of independence

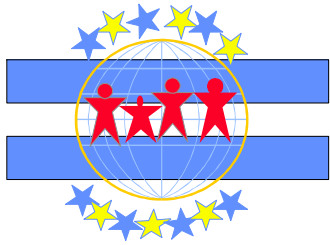




YOUR INVOLVEMENT IN REUNION ACTIVITIES

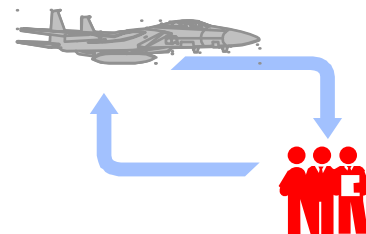
- **Education/information and referral**
 - Return and Reunion training for both deployed and family members
- **Return and Reunion3 Jun 03.ppt**
- **Contact with deployed unit**
- **Involvement in homecoming activities**
 - Signs/flags etc..
- **Assessment of programs and services**
- **Follow up**
- **Common threads??**

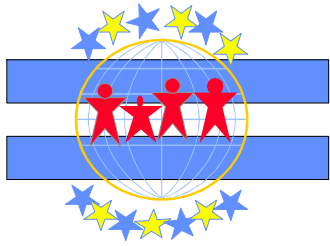




RESOURCES

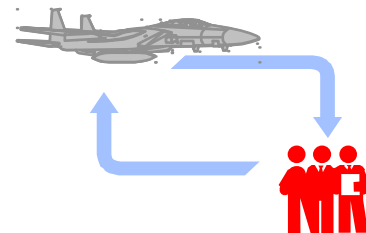
- **Community Action Information Board (CAIB) and Integrated Delivery System (IDS) team**
- **Support agencies and networks**
 - **FSC programs/Crossroads/FAMNET**
 - **Commanders/First Sergeants**
 - **Chaplain**
 - **Family Advocacy**
 - **Legal Office**
 - **Child Development Centers**
 - **Friends and neighbors/co-workers**
 - **Outreach Program**
 - **Off base agencies**

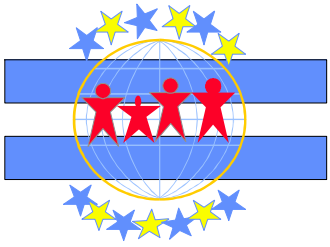




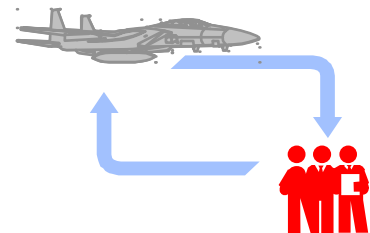
SUMMARY

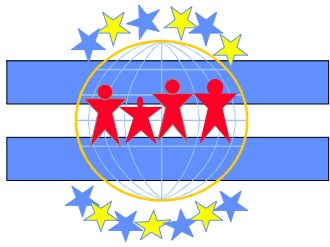
- **Separation process**
- **Phases of separation**
- **FSC role**
- **Resources**





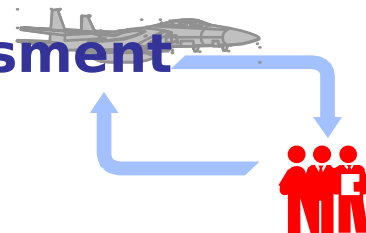
CONTINGENCY PLANNING

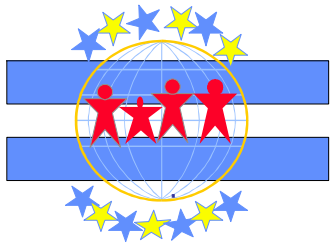




TASKING/OBJECTIVE

- **Prepare and present a 10 minute briefing to the first sergeants on the status of Eagle Point's FSC support to deployed military personnel and their families. You will pre brief the FSC director and staff. The briefing will identify issues, describe associated programs, resources and plan of action in the following areas:**
 - **Pre-deployment support to members and families**
 - **Deployment support to members and families**
 - **Reunion support to members and families & post deployment assessment**

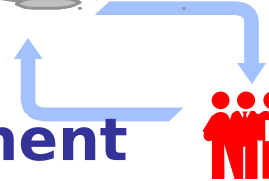


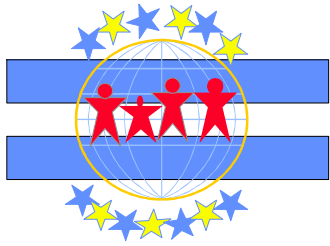


EXERCISE PROCESS

Two hour preparation, 10 minute delivery, 5 minutes for group comments, questions.

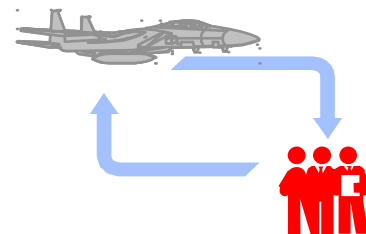
- **Group input, 1 briefer**
- **Briefing traveling team**
- **Six groups**
 - **Pre-deployment support to members and families (group 1 and 2)**
 - **Deployment support to members and families (group 3 and 4)**
 - **Reunion support to members and families & post deployment assessment (groups 5 and 6)**

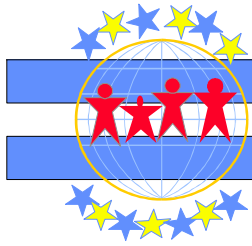




BRIEFING CONCERNS

- **Concept - Details**
- **Computers / Team Disk**
- **Facilitators in each room**
- **Brief in sequence**
- **Imagination - Realism**

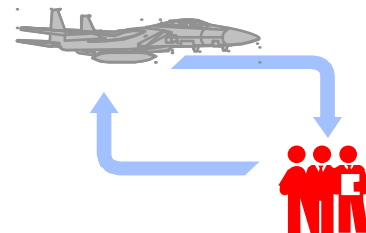


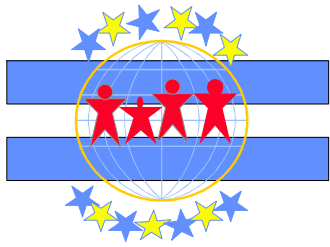


READINESS BRIEFING

Student Group:

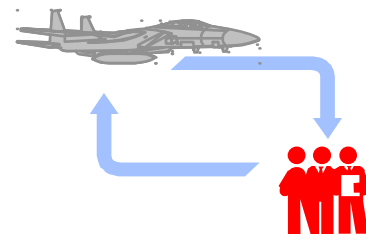
Objective:

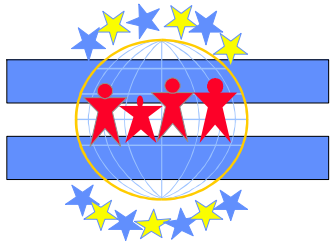




FOCUS

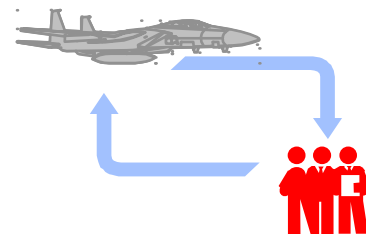
- **Brief FSC Director and staff**
- **Address Common Threads**
 - **Special Emphasis on Coordination**
- **What should the FSC be doing/have done in support of Operation Rising Moon**





THREADS

- **Leadership Consultation**
- **Communication**
- **Data Collection**
- **Coordination**
- **Training**
- **Planning**
- **Information and Referral**
- **ID Customer Needs**
- **FSC Liaison**
- **Consultant**
- **Logistics**
- **Marketing**
- **Outreach**





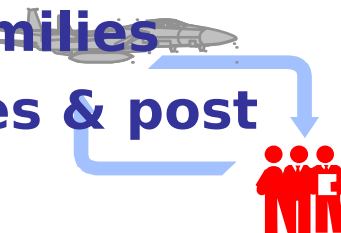
SUMMARY

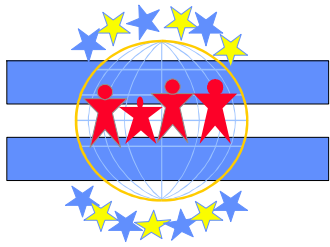
• Now you are able to:

- Name the three stages of separation
- Describe associated programs and services
- Explain the Air Expeditionary Force (AEF) concept
- Identify pre-separation, separation and reunion issues
- Identify resources
- Explain the role of the Readiness NCO
- Prepare a briefing describing the deployment plan of action

for the following:

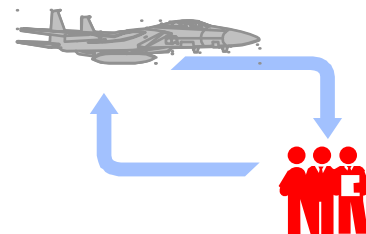
- Pre-deployment support to members and families
- Deployment support to members and families
- Reunion support to members and families & post deployment assessment

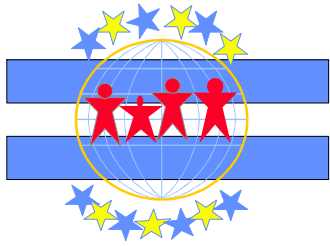




FSC READINESS QUALIFICATION COURSE

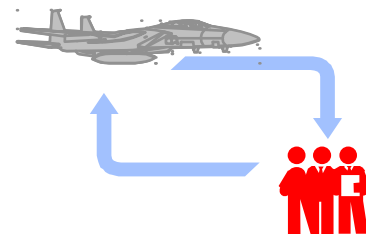
After Action Reviews (AAR)

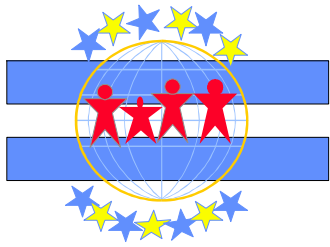




PURPOSE OF THE AAR

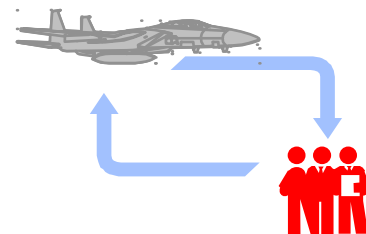
- **To review and discuss the learning that took place in the exercise.**
- **To identify key learning points to use on the job.**
- **To facilitate transfer of skills and knowledge to the job.**

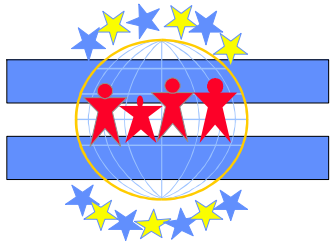




HERE IS WHAT TO DO

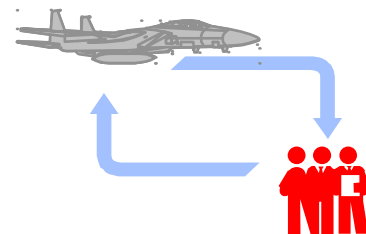
- **Reform your exercise groups.**
- **Appoint a leader/ spokesperson.**
- **Review the purpose and objective(s) for the exercise for your group.**
- **Discuss the exercise (see discussion points).**
- **Prepare an After Action Report briefing (see format).**

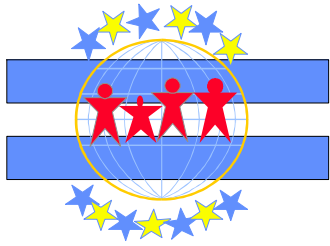




GROUP DISCUSSION RULES

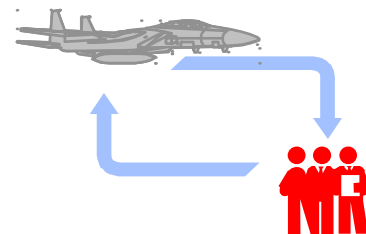
- Ask leading, open-ended questions.
- Discuss the group's portion of the exercise.
- Discuss why things happened the way they did.
- Discuss/document important lessons learned.
- Keep focused and on track.
- Avoid discussing excuses for poor actions.
- Develop alternative courses of action for areas needing improvement.
- Involve everyone in the discussion.

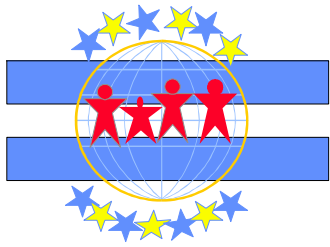




AFTER ACTION REPORT BRIEFING FORMAT

- **Give a copy of the AAR to the Controller before you start.**
- **Identify the small group by name.**
- **State the group's exercise objective(s).**
- **Summarize the answers to each question**
- **No Vis Aid**

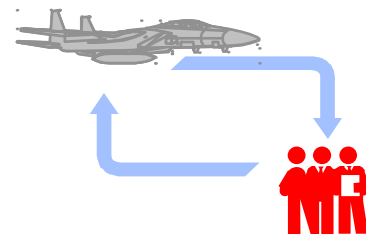


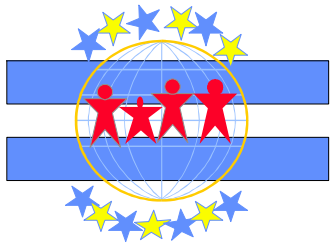


AAR QUESTIONS



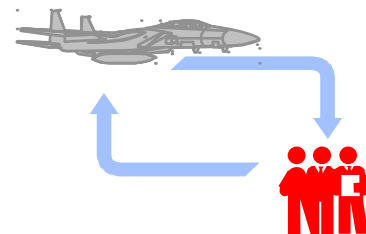
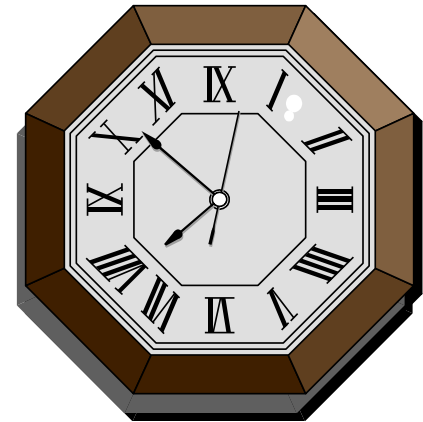
- What are the most significant lessons learned from the exercise? Why?
- How is what you learned going to help you do your job better?
- Other comments?

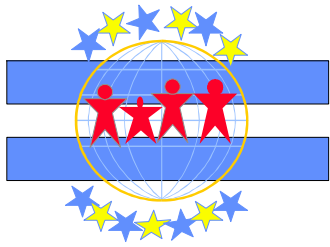




AAR TIMING

- **Your small group review/ discussion should take about 1 hour.**
- **Your briefing to the other groups, including questions, must not exceed 10 minutes.**





AFTER ACTION REVIEW AND BRIEFING

**What are your questions about
what you are going to do?**

